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|-----------------------------------|-------------------------|---|-------------|
| <b>Notice of References Cited</b> | Application/Control No. | Applicant(s)/Patent Under Reexamination |             |
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|                                   | Examiner                | Art Unit                                |             |
|                                   | Linda Krisciunas        | 3623                                    | Page 1 of 2 |

**U.S. PATENT DOCUMENTS**

| * |   | Document Number<br>Country Code-Number-Kind Code | Date<br>MM-YYYY | Name | Classification |
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|   | A | US-  |                 |      |                |
|   | B | US-  |                 |      |                |
|   | C | US-  |                 |      |                |
|   | D | US-  |                 |      |                |
|   | E | US-  |                 |      |                |
|   | F | US-  |                 |      |                |
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|   | H | US-  |                 |      |                |
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|   | M | US-  |                 |      |                |

**FOREIGN PATENT DOCUMENTS**

| * |   | Document Number<br>Country Code-Number-Kind Code | Date<br>MM-YYYY | Country | Name | Classification |
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|   | O |  |                 |         |      |                |
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**NON-PATENT DOCUMENTS**

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|   | X | "Corporate Downsizing: The Effect of Implementation strategies on Firm Performance" by Robert Nixon, Doctor of Philosophy thesis at Texas A&M University, December 1995. |

\*A copy of this reference is not being furnished with this Office action. (See MPEP § 707.05(a).)

Dates in MM-YYYY format are publication dates. Classifications may be US or foreign.